

**2015 Total Compensation Adjustment**  
**Unit 2 - Police Officer**  
**1.35% Total Comp**  
**0.619% Salary Change**  
**Effective 6/21/2015**

| <b>Total Compensation Element</b>                             | <b>12/21/2014<br/>Police Officer*</b> | <b>Changes @<br/>1.35%</b> | <b>6/21/2015<br/>Police Officer*</b> |
|---|---------------------------------------|----------------------------|--------------------------------------|
| Salary - B 31 Step 5*   | \$ 10,648                             | \$ 65.91                   | \$ 10,714                            |
| <b><u>Mandatory Allocations</u></b>                           |                                       |                            |                                      |
| PERS  |                                       |                            |                                      |
| 4th Level 1959 Survivor Benefits                              | 4.00                                  | -                          | 4.00                                 |
| Modified Employer PERS Rate 38.942%                           | 4,417.15                              | 65.93                      | 4,483.08                             |
| Holiday Pay   |                                       |                            |                                      |
| 13 Days per Year  | 532.40                                | 3.30                       | 535.70                               |
| Vacation Pay  |                                       |                            |                                      |
| 15 Days per Year  | 614.31                                | 3.80                       | 618.11                               |
| POST Certificate Incentive                                    | 100.00                                | 100.00                     | 200.00                               |
| Medical Insurance (PERS Min.)                                 | 122.00                                | -                          | 122.00                               |
| Medical Insurance (City Min.) #                               | 594.88                                | 100.00                     | 694.88                               |
| PERS Medical Insurance Fund                                   | 2.00                                  | -                          | 2.00                                 |
| Psych. Counseling   | 1.15                                  | -                          | 1.15                                 |
| <b><u>Discretionary Allocations</u></b>                       |                                       |                            |                                      |
| Life Insurance (\$15,000 Coverage)                            | 4.20                                  | -                          | 4.20                                 |
| Medical Insurance #   | 462.00                                | (100.00)                   | 362.00                               |
| Uniform   | 62.50                                 | -                          | 62.50                                |
| VEBA - discretionary allocation                               | 100.00                                | -                          | 100.00                               |
| <b>Total Compensation (For Salary Adjustment Purposes)</b>    | <b>\$ 17,664.67</b>                   | <b>\$ 238.94</b>           | <b>\$ 17,903.61</b>                  |
| Retiree Medical   | 476.64                                | -                          | 476.64                               |
| VEBA - City Funded  | 50.00                                 | -                          | 50.00                                |
| <b>Total Compensation (For Benchmark Adjustment Purposes)</b> | <b>\$ 18,191.31</b>                   | <b>\$ 238.94</b>           | <b>\$ 18,430.25</b>                  |

\*\* PERS rate applies to Salary, Holiday Pay, POST Certificate Incentive and Uniform Allowance in estimating retirement costs; 2014-15 rate of 38.942% in the Total Comp begins with the PERS Employer rate of 38.9770%, increased by 0.035% for having highest single year but decreased by 0.07% to remove the alternate Firefighter death benefit. The 2015-16 PERS rate was not utilized in this mid-year TC array.

Uniform increased \$150 for one year only.

# Medical Insurance (City Min) includes Administrative Fee of 0.33% and excludes \$122.00 non-discretionary allocation

City funds VEBA at \$100 per month per employee; City provides Retiree Medical benefit (see total compensation survey for benchmark comparison)